

ANALYSIS

This ordinance amends Title 5 - Personnel and Title 6 - Salaries of the
Los Angeles County Code by:

- Amending various sections related to the implementation of provisions negotiated with Registered Nurses and to the extension of such provisions to non-represented nursing classifications.

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LJT:mag
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ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel and Title 6 - Salaries of the Los Angeles County Code, relating to the implementation of various provisions negotiated with Registered Nurses and to the extension of such provisions to non-represented nursing classifications.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Subsection 10 of Section 5.24.020 is hereby amended to read as follows:

5.24.020 Definitions.

. . .

10. "Eligible Employee" means a full-time permanent employee who is within an employment classification established by the County. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L," "N" or "O" item pursuant to Title 6 of the Los Angeles County Code, or any employee appointed to a "D" item pursuant to said Title 6 who is required to possess a California license to practice as a Registered Nurse.

. . .

SECTION 2. Subsection Q of Section 5.25.020 is hereby amended to read as follows:

5.25.020 Definitions.

. . .

Q. "Eligible Employee" means a full-time permanent Employee (i) who is within an employment classification established by the County, (ii) who is a member of the Los Angeles County Employees Retirement Association ("LACERA") or the Judges Retirement System, and (iii) to whom eligibility to participate in this Plan has been extended pursuant to a memorandum of understanding or other authorization approved by the Board. For purposes hereof, "full-time permanent" means any Employee appointed to an "A," "L," or "N" item pursuant to Title 6 of the Los Angeles County Code, or any employee appointed to a "D" item pursuant to said Title 6 who is required to possess a California license to practice as a Registered Nurse. Any Employee who would otherwise cease to be an Eligible Employee because of a change in employment classification and/or withdrawal from a representation unit shall remain an Eligible Employee until the last day of the month following the month in which such change or withdrawal occurs or such later date as the CAO may provide.

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SECTION 3. Subsection 16 of Section 5.26.020 is hereby amended to read as follows:

5.26.020 Definitions.

. . .

16. “Eligible Employee” means a full-time permanent Employee who is not a Leased Employee, is not in an Excluded Bargaining Unit and who is designated by the Los Angeles County Board of Supervisors as eligible to participate in the Plan. For purposes hereof, “full-time permanent” means any employee appointed to an “A,” “L” or “N” item pursuant to Title 6 of the Los Angeles County Code, or any employee appointed to a “D” item pursuant to said Title 6 who is required to possess a California license to practice as a Registered Nurse. Any employee who would otherwise cease to be an Eligible Employee because of a change in employment classification and/or entry into an Excluded Bargaining Unit shall remain an Eligible Employee until the last day of the month following the month in which such change or entry occurs or such later date as the Administrative Committee may provide.

. . .

SECTION 4. Subsection L of Section 5.27.020 is hereby amended to read as follows:

5.27.020 Definitions.

. . .

L. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L" or "N" item pursuant to Title 6 of the Los Angeles County Code, or any employee appointed to a "D" item pursuant to said Title 6 who is required to possess a California license to practice as a Registered Nurse.

. . .

SECTION 5. Subsection O of Section 5.27.220 is hereby amended to read as follows:

5.27.220 Definitions.

. . .

O. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L" or "N" item pursuant to Title 6 of the Los Angeles County Code. "Eligible Employee" shall also mean any employee appointed to a "D" item pursuant to said Title 6 who is required to possess a California license to practice as a Registered Nurse or an employee of the County appointed to a monthly temporary

training "M" item pursuant to Title 6 of the Los Angeles County Code who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan.

. . .

SECTION 6. Subsection L of Section 5.28.020 is hereby amended to read as follows:

5.28.020 Definitions.

. . .

L. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "L" or "N" item pursuant to Title 6 of the Los Angeles County Code, or any employee appointed to a "D" item pursuant to said Title 6 who is required to possess a California license to practice as a Registered Nurse.

. . .

SECTION 7. Subsection O of Section 5.28.220 is hereby amended to read as follows:

5.28.220 Definitions.

. . .

O. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any

employee appointed to an "A," "L" or "N" item pursuant to Title 6 of the Los Angeles County Code. "Eligible Employee" shall also mean or any employee appointed to a "D" item pursuant to said Title 6 who is required to possess a California license to practice as a Registered Nurse or an employee of the County appointed to a monthly temporary training "M" item pursuant to Title 6 of the Los Angeles County Code who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan.

...

SECTION 8. Subsection N of Section 5.37.020 is hereby amended to read as follows:

5.37.020 Definitions.

...

N. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "M" or "N" item pursuant to Title 6 of the Los Angeles County Code, or any employee appointed to a "D" item pursuant to said Title 6 who is required to possess a California license to practice as a Registered Nurse.

...

SECTION 9. Section 6.08.365 is hereby amended to add Subsection G to read as follows:

6.08.365 Departmental special rates.

Special rates provided in Division 3 of Title 6 of this code shall be applicable to Plan Participants only as specifically provided in this section.

. . .

G Nurse Assignment Bonus. Effective December 1, 2004, a person employed in a full-time permanent position requiring a California License to practice as a Registered Nurse who is permanently assigned to Martin Luther King, Jr./Charles R. Drew Medical Center shall be eligible to receive compensation in addition to that set forth in 6.28.050 equivalent to 10%. To receive this additional compensation, an employee must meet all of the following conditions:

1. Not be on an improvement plan as part of an overall "Improvement Needed" Performance Evaluation,

2. The last performance evaluation must be "Merit Performance" or higher. New hires shall receive the additional compensation as long as they maintain a competent level of performance, and

3. Must not be under investigation or pending an appeal for disciplinary action; if the employee is cleared, the disciplinary action is overturned, or the appeal is upheld, the additional compensation shall be restored retroactively.

For purposes of this subsection, full-time permanent includes monthly permanent 9/10 time, Item Sub "D" employees.

This additional compensation shall be discontinued if the employee is absent for more than 30 consecutive days, and shall be reinstated upon returning to work.

This additional compensation shall end on the date the employee is no longer assigned to Martin Luther King, Jr./Charles R. Drew Medical Center and shall expire on September 30, 2006.

SECTION 10. Subsection B of Section 6.10.040 is hereby amended to read as follows:

6.10.040 Out-of-class assignments.

...

B. An "out-of-class assignment" is the permanent, full-time performance of all the significant duties of an allocated, vacant, funded position in a higher-level class by an individual in a lower-level class. For purposes of this Section 6.10.040, full-time permanent includes monthly permanent 9/10 time, Item Sub "D".

...

SECTION 11. Section 6.10.070 is hereby amended to read as follows:

6.10.070 Additional compensation for supervisors.

...

H. For purposes of this Section 6.10.070, full-time permanent includes monthly permanent 9/10 time, Item Sub "D".

H I. Annual Renewal. The authorization is subject to annual renewal by the chief administrative officer.

SECTION 12. Subsection A of Section 6.10.140 is hereby amended to read as follows:

6.10.140 Bilingual pay.

A. Conditions. Any person employed on a permanent, full-time position, or, effective January 1, 1992, on a temporary or recurrent position, the salary of which is established in Section 6.28.050, except as noted under subsection E of this section below, may receive additional compensation at the rate of \$50.00 per pay period. If the employee is compensated on an hourly basis, the additional compensation shall be at the rate of \$.57 per hour. If the employee is compensated on a monthly permanent position other than full-time (Item Subs "D" and "P" through "Z"), the rate shall be in accordance with the item sub fractional amount, as defined in Section 6.28.020. All of the following conditions must be met in order to qualify for such additional compensation:

1. His department head finds that the specific assignment of the employee requires a fluency in both English and at least one foreign language, and knowledge of and sensitivity toward the culture and needs of the foreign-language group clientele to which the department is providing service. Such specific assignments must require the fluent use of both languages by the employee on a continuing and frequent basis in order to meet the public service responsibility of the department;

2. Both his department head and the chief administrative officer certify that the employee, in fact, possesses and exercises fluency in English and the required foreign language or languages, and possesses and displays a knowledge of and sensitivity toward the culture and needs of the foreign language group involved;

3. For the purpose of this section, American Sign Language (AMESLAN) shall be deemed to be a foreign language.

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SECTION 13. Section 6.12.020 is hereby amended to add Subsection F to read as follows:

6.12.020 Working week.

. . .

F. 36-Hour-per-Week. A 36-hour work week is defined as a 9/10 schedule. Each 36-hour work week shall include at least one weekend day (starting at 7:00 pm Friday and ending at 7:30 am Monday). For purposes of work schedules, the normal 36-hour work week shall be three (3) 12-hour shifts. Each 12-hour shift shall include three (3) 15-minute rest periods according to the needs of the work unit and a meal break of at least 30 minutes. FLSA overtime shall be computed upon completion of the 40th hour of work in a work week consisting of seven consecutive days (168 hours).

SECTION 14. Subsection B of Section 6.12.050 is hereby amended to read as follows:

. . .

B. Part-Time Employees. Any part-time non-shift or shift employee employed on a monthly basis shall be allowed paid leave for each said holiday in the manner set forth in this section and Section 6.12.040, but in an amount equal to the ~~fraction of eight hours equivalent to the basis for compensating said position~~ Item sub fractional amount, as defined by Section 6.28.020.

. . .

SECTION 15. Subsection B of Section 6.20.020 is hereby amended to read as follows:

6.20.020 Accrual of full-pay sick leave.

. . .

B. The maximum hours of sick leave that an eligible employee represented by an employee representation unit shall earn and accrue during a calendar year is specifically designated by the board of supervisors based on the employee's class, and expressed as a number of days or hours of sick leave. Any qualifying part-time permanent employee employed on a monthly basis shall be allowed sick leave in a manner set forth in Chapter 6.20, but in an amount equal to the item sub fractional amount, as defined by Section 6.28.020. The hours corresponding to an authorized number of days shall be adjusted as necessary to reflect assignment to 56-hour workweeks. For 56-hour assignments, employees shall be entitled to earn 12 hours for every eight hours that a 40-hour employee shall be entitled to earn.

. . .

SECTION 16. Subsection A of Section 6.20.030 is hereby amended to read as follows:

6.20.030 Full-pay sick leave special provisions.

A. In addition to other authorized uses, with the prior approval of the department head, an employee may use accrued sick leave at full pay for:

1. Non-emergency medical or dental care; or
2. Effective January 1, 2000, any personal reason that does not interfere with the public-service mission of the department or the County to a maximum of 48 working hours in any one calendar year, or in the case of employees employed on a 56-hour workweek to a maximum of 72 working hours in any one calendar year.
3. Effective January 1, 2004, any personal reason that does not interfere with the public-service mission of the department or the County to a maximum of 72 working hours in any one calendar year, or in the case of employees employed on a 56-hour workweek to a maximum of 108 working hours in any one calendar year.
4. In the case of a person compensated on a monthly permanent 9/10 time basis (Item Sub "D"), any personal reason that does not interfere with the public-service mission of the department or the County to a maximum of 36 hours in any one calendar year.

. . .

SECTION 17. Subsection A of Section 6.20.080 is hereby amended to read as follows:

6.20.080 Other leaves of absence.

A. Bereavement Leave. Any person employed in a full-time permanent position who is compelled to be absent from duty because of death of his father, mother, stepfather, stepmother, father-in-law, mother-in-law, brother, sister, husband, wife, child, stepchild, grandfather, grandmother, grandchild, domestic partner or domestic partner's father, mother, stepfather, stepmother, child, stepchild, or grandchild, shall be allowed the time necessary to be absent from work at his regular pay for not more than three working days, or in the case of employees employed on a 56-hour workweek in the probation department, not more than 36 working hours, and all other employees employed on a 56-hour workweek not more than 33 working hours; provided that, effective January 1, 1999, an employee, who is required to travel a minimum of 500 miles one-way in connection with such absence, shall be eligible to receive two additional working days of bereavement leave. Notwithstanding any other provisions of this Section A, any person employed on a monthly permanent 9/10 time position (Item Sub "D") shall receive 24 hours of bereavement leave.

. . .

SECTION 18. Section 6.24.020 is hereby amended to read as follows:

6.24.020 Daily and hourly rates.

A. Monthly Basis. For positions on a salary schedule and level compensated on a monthly basis, the daily rate shall equal the monthly rate divided by the number of calendar days in the month. The hourly rate shall equal one-eighth of the daily rate.

B. Less than full time permanent monthly basis. For positions on a less than full time monthly permanent Item Sub ("D" and "P" through "Z"), the monthly rate shall be in accordance with the item sub fractional amount, as defined in Section 6.28.020B.

~~B~~ C. Daily or Hourly Basis. For positions on a salary schedule and level compensated on a daily or hourly basis, the appropriate hourly rate contained in the Standardized Salary Schedule in Division 2 of this Title 6 (see Section 6.26.010) shall be the hourly rate; and the daily rate shall be the hourly rate multiplied by eight. If an appropriate rate cannot be found in the Standardized Salary Schedule, the hourly rate shall equal the monthly rate divided by 174, and the daily rate shall equal the hourly rate multiplied by eight.

SECTION 19. Section 6.24.060 is hereby amended to read as follows:

6.24.060 Reducing monthly pay for time not worked.

Unless where expressly provided to the contrary in this Title 6, it is and has been the county's policy that an employee's monthly pay is required to be reduced on an hourly basis for scheduled hours not worked or not covered by paid leave benefits

provided for in Titles 5 and 6 of the Los Angeles County Code. Where a person is employed on a less than full time monthly permanent position, any applicable benefits earned shall be in an amount equal to the item sub fractional amount, as defined in Section 6.28.020.

SECTION 20. Subsection B of Section 6.28.020 is hereby amended to read as follows:

6.28.020 Item numbers.

. . .

B. Letter or Item Sub. A capital letter appearing after an item number in Division 3 of this title, comprising the Departmental Provisions, denotes the basis upon which the position is to be filled and compensated, as follows:

A -- Monthly permanent

B -- Monthly recurrent

C -- Daily as needed

D -- Monthly permanent 9/10 time – assigned to 24-hour patient care facility in the Department of Health Services and requiring a California License to practice as a Registered Nurse

E -- Daily recurrent

F -- Hourly as needed

G-- Per visit, clinic visit or consultation (2 hours) -- to be paid in accordance with Part 2 of Chapter 6.08 of this title

H -- Hourly recurrent

- J -- Per session (4 hours)
- K -- Monthly temporary -- CETA participant
- L -- Paid as a county officer under common law rule that the salary is an incident of the office
- M -- Monthly temporary training
- N -- Monthly permanent grant-funded to be terminated upon expiration of grant
- O -- Monthly temporary
- P -- Monthly permanent 1/5 time
- Q -- Monthly permanent 1/4 time
- R -- Monthly permanent 5/16 time
- S -- Monthly permanent 1/3 time
- T -- Monthly permanent 2/5 time
- U -- Monthly permanent 1/2 time and shared residencies temporary
- V -- Monthly permanent 3/5 time
- W -- Monthly permanent 5/8 time
- X -- Monthly permanent 2/3 time
- Y -- Monthly permanent 3/4 time
- Z -- Monthly permanent 4/5 time
- ...

SECTION 21. Section 6.28.050-25 is hereby amended to read as follows:

6.28.050-25 Notes to Section 6.28.050.

. . .

NOTE 22. A. Notwithstanding any other provision of this Title 6, in lieu of any other compensation provided in this title, a person employed in a position of Relief Nurse (Item No. 5261) shall be compensated for each hour worked on a day shift, an evening shift, or a night shift, as defined in Section 6.10.020, or on a holiday as defined in Section 6.12.040, in accordance with the following table:

	<u>1/1/98</u>	<u>7/1/98</u>	<u>1/1/99</u>	<u>7/1/99</u>	<u>1/1/00</u>	<u>1/1/05</u>	<u>1/1/06</u>
Work Shift	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
	Rate	Rate	Rate	Rate	Rate	Rate	Rate
Weekday Day Shift	\$26.92	\$27.80	\$29.01	\$29.63	\$30.74	<u>\$34.78</u>	<u>\$35.78</u>
Weekday Evening Shift	27.92	28.80	30.01	30.63	31.74	<u>35.78</u>	<u>36.78</u>
Weekday Night Shift	28.92	29.80	31.01	31.63	32.74	<u>36.78</u>	<u>37.78</u>
Weekend Day Shift	27.92	28.80	30.01	30.63	31.74	<u>35.78</u>	<u>36.78</u>
Weekend Evening Shift	28.92	29.80	31.01	31.63	32.74	<u>36.78</u>	<u>37.78</u>
Weekend Night Shift	29.92	30.80	32.01	32.63	33.74	<u>37.78</u>	<u>38.78</u>
Holiday Day Shift	28.92	29.80	31.01	31.63	32.74	<u>36.78</u>	<u>37.78</u>
Holiday Evening Shift	29.92	30.80	32.01	32.63	33.74	<u>37.78</u>	<u>38.78</u>
Holiday Night Shift	30.92	31.80	33.01	33.63	34.74	<u>38.78</u>	<u>39.78</u>

B. In addition to the compensation provided in the table above, a person who is employed as a Relief Nurse who, over a six-month period, commencing September 1, 1985, or upon appointment after that date, works 626 hours, 112 of those hours worked on the weekend, shall receive a lump sum payment of \$450.00 and ~~four~~ eight hours of county time paid at the day-shift rate for the purpose of meeting mandatory continuing education requirements.

. . .

NOTE AL: Notwithstanding any other provision of this Title 6 or memorandum of understanding, persons employed in a full-time permanent position requiring a California license to practice as a Registered Nurse shall be compensated on a six-step range, the sixth step being the fifth step of the salary schedule which is 6 standard salary levels above the indicated schedule number. Advancement to the sixth step shall be granted on the later of July 1, 2005, or the date the employee completes five years' continuous service. Where completion of five years' continuous service is between the first and 15th of the month, inclusive, advancement to the sixth step shall be made on the first of that month, and where completion of five years' continuous service is on or after the 16th of the month, advancement to the sixth step shall be made on the first of the following month. These new dates shall be retained as anniversary dates. The rate or rates established by this provision constitute a base rate.

NOTE AM: Notwithstanding any other provision of this Title 6 or memorandum of understanding, persons employed in a full-time permanent position requiring a California license to practice as a Registered Nurse shall be compensated on a seven-

step range, the sixth step being the fifth step of the salary schedule which is 6 standard salary levels above the indicated schedule number and the seventh step being the fifth step of the salary schedule which is 14 standard salary levels above the indicated schedule number. Advancement to the sixth step shall be granted on the later of July 1, 2005, or the date the employee completes five years' continuous service. Advancement to the seventh step shall be granted on the later of January 1, 2006, or the date the employee completes ten years' continuous service. Where completion of the required years of continuous service is between the first and 15th of the month, inclusive, advancement to the next step shall be made on the first of that month, and where completion of the required years of continuous service is on or after the 16th of the month, advancement to the next step shall be made on the first of the following month. These new dates shall be retained as anniversary dates. The rate or rates established by this provision constitute a base rate.

NOTE AN: Notwithstanding any other provision of this Title 6 or memorandum of understanding, persons employed in a full-time permanent position requiring a California license to practice as a Registered Nurse shall be compensated on an eight-step range, the sixth step being the fifth step of the salary schedule which is 6 standard salary levels above the indicated schedule number, the seventh step being the fifth step of the salary schedule which is 14 standard salary levels above the indicated schedule number and the eighth step being the fifth step of the salary schedule which is 22 standard salary levels above the indicated schedule number. Advancement to the sixth step shall be granted on the later of July 1, 2005, or the date the employee completes

five years' continuous service. Advancement to the seventh step shall be granted on the later of January 1, 2006, or the date the employee completes ten years' continuous service. Advancement to the eighth step shall be granted on the later of July 1, 2006, or the date the employee completes fifteen years' continuous service. Where completion of the required years of continuous service is between the first and 15th of the month, inclusive, advancement to the next step shall be made on the first of that month, and where completion of the required years of continuous service is on or after the 16th of the month, advancement to the next step shall be made on the first of the following month. These new dates shall be retained as anniversary dates. The rate or rates established by this provision constitute a base rate.

SECTION 22. Subsection H of Section 6.78.350 is hereby amended to read as follows:

6.78.350 Additional information.

...

H. 1. a. Any person employed on a permanent, full-time basis as an Assistant Nursing Director I (Item No. 5314) who is permanently assigned to work in a recognized emergency room shall receive, in addition to other compensation provided by this code, \$50.00 per pay period for each calendar month in said assignment, or \$75.00 per pay period if such person has been certified as a mobile intensive care nurse and is permanently assigned to a recognized emergency room. If the employee is compensated on a monthly permanent 9/10 time position (Item Subs "D"), the rate

shall be in accordance with the item sub fractional amount, as defined in Section 6.28.020.

b. Any person employed on a permanent, full-time basis as the Emergency Medical Systems Program Head (Item No. 4596) who is assigned to direct the Pre-hospital Care Program and who holds an active California License as a Registered Nurse and current certification as a Mobile Intensive Care Nurse shall receive \$75.00 per pay period for each calendar month in such assignment.

2. Nurse Recruitment Employee Award Program. Employees of the department of health services not specifically excluded under the terms of the Nurse Recruitment Employee Award Program are eligible for monetary awards for successful recruitment of registered nurses. Registered nurse applicant qualifications, referral procedures, and other terms of program participation shall be as described and defined by the Nurse Recruitment Employee Award Program as approved by the board of supervisors. Monetary awards shall be made as follows:

a. Any health services department employee not otherwise excluded from eligibility under the Nurse Recruitment Employee Award Program, shall be eligible for a net award of \$1,000.00 for successful recruitment of a full-time Registered Nurse. Such award shall be made in payments of \$250.00 after the referral completes six months of continuous service and \$750.00 after the referral completes 12 months of continuous service.

b. Any health services department employee not otherwise excluded from eligibility under the Nurse Recruitment Employee Award Program, shall be eligible for a net award of \$500.00 for the recruitment of a part-time Registered Nurse. Such award shall be made in payments of \$175.00 after the referral completes six months of continuous service and \$325.00 after the referral completes 12 months of continuous service.

c. Federal, state and social security taxes shall be prepaid on referral awards received under authority of paragraph a or b of this subsection such that the referring employee receives a net award of \$1,000.00 for recruitment of a full-time employee or \$500.00 for recruitment of a part-time employee.

3. Shift Pay for Nursing Managers. When an employee in the following classes is regularly assigned to work an evening or night shift as defined in Section 6.10.020, the employee shall be paid the hourly shift differential indicated in the table below in addition to the employee's other pay.

Shift Differential for Nursing Managers

Item No.	Title	Evening Shift	Night Shift
5295	Assistant Nursing Director, Admin	\$2.65	\$3.65
5286	Nurse Manager	\$2.50	\$3.30

4. Any non-represented person employed in a full-time, permanent position requiring a California license to practice as a Registered Nurse, shall, upon authorization of the department head, be allowed time necessary to be absent from work at regular pay to a maximum of 20 hours total during one fiscal year, for the purpose of meeting mandatory continuing-education requirements. On-the-job training (or in-house offerings), and California Nursing Board certified home study accredited for meeting applicable state re-licensure or recertification requirements shall count toward meeting the county obligation of 20 hours. Further, any person employed in a part-time non-represented permanent position requiring a California license to practice as a Registered Nurse, who works at least 20 hours per week on a continuing basis, shall upon authorization of the department head, be allowed time necessary to be absent from work at regular pay to a maximum of 10 hours total during the fiscal year. Where the department requires certification beyond 20 hours (10 hours in the case of permanent non-represented part-time employees), additional continuing education hours will be granted.

5. Upon request of the director of health services and when the chief administrative officer so finds, any person holding the position of Clinic Nurse II (Item No. 5328) who is headquartered in the Antelope Valley Health Center or the Catalina Island Health Center and who is required to be on standby duty while performing public health nursing duties, shall be compensated at a rate two schedules higher than that established for this position in Section 6.28.140 in lieu of any compensation provided in Section 6.10.120, standby pay, of this code.

6. Nurse Assignment Bonus. Effective December 1, 2004, a person employed in a full-time permanent position requiring a California License to practice as a Registered Nurse who is permanently assigned to Martin Luther King, Jr./Charles R. Drew Medical Center shall be eligible to receive compensation in addition to that set forth in 6.28.050 or memoranda of understanding equivalent to forty (40) standard salary levels. This compensation shall be the equivalent step of the salary schedule which is forty (40) standard salary levels above the indicated schedule number. To receive this additional compensation, an employee must meet all of the following conditions:

a. Not be on an improvement plan as part of an overall “Improvement Needed” Performance Evaluation.

b. The last performance evaluation must be “Competent” or higher.

New hires shall receive the additional compensation as long as they maintain a competent level of performance, and

c. Must not be under investigation or pending an appeal for disciplinary action; if the employee is cleared, the disciplinary action is overturned, or the appeal is upheld, the additional compensation shall be restored retroactively.

For purposes of this subsection H.6, full-time permanent includes monthly permanent 9/10 time, Item Sub “D” employees.

This additional compensation shall be discontinued if the employee is absent for more than 30 consecutive days, and shall be reinstated upon returning to work. This additional compensation shall end on the date the employee is no longer assigned to Martin Luther King, Jr./Charles R. Drew Medical Center and shall in any case expire on September 30, 2006.

. . .

Section 23. Pursuant to Government Code Section 25123 (e), this ordinance shall take effect immediately. If this ordinance becomes effective after January 1, 2005, it shall be construed and applied as if it were effective and operative on and after January 1, 2005, except that changes in Section 9, and Section 22 as it relates to Subsection H.6 of Section 6.78.350 shall be construed and applied as if it were effective and operative on and after December 1, 2004.

[J K CAO - Nurses]